EXHIBIT NO. 31

Case 1:02-c\	7-00467-55B-15H D0Cu	ment 121-4	Filed 08/2		Page 2 of 3
CHARGE	OF DISCI INATION	.	AGENCY		CHARGE NUMBER
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	Donald Edwards			monde Area	Codej
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The Palmer Group	The second control of	15 + MENIBERS		TELEPHO	NE (Include Area Code)
TREET ADDRESS	CITY, STATE AND ZIP CODE	13 + 1/4	1-9-7-2006		(513) 422-1126
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- 6) Upon information and belief, The Palmer Group would not allow me to apply for this position because of my race, African-American, and in retaliation for the previous lawsuit I had filed against AK Steel. The Palmer Group was aware of this lawsuit and aware that I tried to apply for the AK Steel position. In fact, The Palmer Group was part of the hiring process with AK Steel.
- 7) Because I had already been promised the position by Middletown Community Center, the only reason Palmer would not let me apply was because of the previous lawsuit I had filed. The Palmer Group has no legitimate reason for not allowing me to apply. In fact, after I was discriminated against by the Palmer Group, Ms. Thompson informed me I could go to CBS Personnel and apply for the same position. A week later, on approximately September 22, 2006, I went to CBS and was awarded the same position with the Middletown Community Center, where I am still employed today (through CBS Personnel).

I declare under penalty of perjury that the foregoing is true and correct CNATURE QF COMPLAINANT

Charging Party (Signature)

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE

(Day, month, and year)

10/20/04

MAN 07 5000 ESCENTIONER